

NEGOTIATION MINUTES
JULY 6, 2017
TROY ELEMENTARY SCHOOL

District Members: Dana Hoskins, Negotiator; James Fry; Brad Malm, Supt.; Theresa Priebe, Clerk
TEA Members: Alison Bohman, Negotiator; Crystal Tibbals

Dana Hoskins called the meeting to order at 6:03 p.m. Introductions around the table were made.

Minutes were approved from July 5, 2017 meeting and signed.

Dana Hoskins stated I think when we left we had a counter proposal for steps and lanes and 3% bonus, correct?

Alison Bohman stated yes.

Dana Hoskins stated that the District has gone back and crunches some numbers and we have two different options and we're just going to lay those out and let you guys discuss them.

Alison Bohman stated okay.

Dana Hoskins stated Option A is steps and lanes and a 2% bonus. Option B is steps and lanes and 1% on the base. And we know you are going to want to discuss this.

Alison Bohman stated yes we'll go caucus really quickly and come back in maybe 10 minutes.

Dana Hoskins stated okay.

TEA team left to caucus at 6:05 p.m.
TEA team returned to the table at 6:14 p.m.

Alison Bohman stated we had a chance to discuss it and just a couple of things: the salary based apportionment from the State is \$66,000 roughly and which equates to us getting steps and lanes anywhere from a 3-4% on the base. So, we are willing to compromise on that and counter with 2% on the base and steps and lanes.

Dana Hoskins stated okay.

Alison Bohman stated and one issue we were just talking about with the bonus, last year we negotiated a one-time 1% bonus and looking at our paystub it's not equating to 1% bonus.

Theresa Priebe stated on the base. 1% of the base.

Alison Bohman stated okay. I guess in negotiations last year, that's not the way we understood that was going to work.

Dana Hoskins stated okay. I'll make a note of that.

Alison Bohman stated that our counter is 2% on the base and steps and lanes.

Dana Hoskins stated can we have a few minutes and we will be right back.

District team left to caucus at 6:15 p.m.

District team returned to the table at 6:32 p.m.

Dana Hoskins stated we are back at the table and the District accepts the steps and lanes and the 2% on the base.

Alison Bohman stated alright. I did find the wording from the last year's bonus and on the base is not in there. Maybe it was just a misunderstanding. That's just something to keep in mind I guess.

Dana Hoskins stated that we looked at it as well so we will go back and look at it again. We want to make sure that we are whole.

Dana Hoskins stated I think we are going to call tonight.

Crystal Tibbals stated should we go back and touch on everything.

Alison Bohman stated yes, maybe go back through the list to make sure everything is covered.

Dana Hoskins stated yes. That is a good idea and I can definitely do that.

- Reinstatement of the 2016-17 Master Agreement. The District accepted that.
- Movement on the salary schedule (steps and lanes). District accepted that.
- Salary Increase – 2% on the base.
- The District is going to do supplemental contracts instead of extended.

Alison Bohman asked for both FFA and BPA?

Dana Hoskins stated yes.

Alison Bohman stated it was 30 days for FFA and 4 days for BPA.

Dana Hoskins stated yes. And, then on the District side:

- Remove the language in the Master Agreement that refers to how many minutes in the day the teachers are working. I think we agreed to that.

Alison Bohman stated yes.

Dana Hoskins stated let me see, we specified that the school day shall be no more than 6 hours and 12 minutes.

Alison Bohman stated that was one we were going to come back and check on because I think there was a little bit of confusion and Brad maybe you can answer this, we had increased it from 6 hours to 6 hours 6 minutes to allow for that reteach time. And was there an additional 6 minutes that needed to be added?

Brad Malm stated I don't believe so. I would have to go back and look.

Alison Bohman stated I think we agreed to this last year for the 6 hours 6 minutes and I don't know if Dr. Castro forgot that we had already done that last year because I don't think anyone's working more than 6 hours 6 minutes, are they?

Brad Malm stated I don't believe so. I'd have to go look at the calendar and the clocks, but I think we are fine. We didn't change anything from last year to this year.

Alison Bohman stated right.

Dana Hoskins stated okay.

Alison Bohman stated I'm just thinking that it's one of those things we agreed on last year and maybe it was just forgotten.

Dana Hoskins stated okay. Maybe we need to go and look at our meeting minutes. For some reason I wrote the school day shall be no more than 6 hours and 12 minutes for assigned classroom time.

Alison Bohman stated right. That is what we had started discussing and then Christy was going to check on it because we couldn't find anyone who was working more than 6 hours and 6 minutes and then it was one of those things we haven't discussed since then.

Dana Hoskins stated okay.

James Fry stated wasn't there discussion that it wasn't happening over in the grade school but there was somebody at the high school that was working over 6 hours 6 minutes. Does that seem

Brad Malm interjected that our classes are 49 minutes long and you multiply that by seven periods, it's 5.71 hours and then we have that little bit of time at the beginning of the day, first period is just a little longer. An additional 15 minutes.

Dana Hoskins stated okay, the minutes read "Dana Hoskins stated I should read it into the minutes our first request is to remove the language in the Master Contract that refers to how many minutes in the day the teachers are working and that is 7.03 The school day shall be no more than 6 hours and 6 minutes of assigned classroom time and 8 hours of work per day." The second item is to remove the language in the Master Agreement that refers to teachers' prep time that is 7.03 A. Preparation time: Each full time teacher during the normal student day will have no less than a 30 minute daily preparation period is segments of no less than 20 minutes. And the discussion on that one was if you took a 10-minute break and stopped and went back to work or did a 20 minute, we would still have to do another 20 because we couldn't reach the 30. Let's see here. "Alison Bohman stated I know we talked about it last year. Remind me again the purpose and Dana Hoskins stated when we were doing the reteach/enrich at the high school, it doesn't fit their schedule, so we just needed to I think add 20 minutes."

Brad Malm stated we didn't add 20 minutes. What we did was we had silence sustained reading which was 20 minutes. So, instead of doing silence sustained reading, we did reteach/enrich. There were no minutes added to the day.

Dana Hoskins stated that we just wanted to make sure that it matched what was actually being done. So, 6 hours 6 minutes. So maybe we need to meet one more time just to review that. Make sure that it's acceptable on both sides.

Alison Bohman stated or can we tentatively agree on the 6 hours 6 minutes and if you find something that has to change, then we can come back. Is that acceptable?

Dana Hoskins stated that is acceptable to me. Our goal is to make sure that it matched. The other one, I think it was agreed to as well.

Alison Bohman stated right. With the prep time.

Dana Hoskins stated that was the only two things that we had. So, we are good.

Alison Bohman stated I think we are good.

Meeting adjourned at 6:39 p.m.

Dana Hoskins

Date

Alison Bohman

Date